

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA – SEMESTER –III-EXAMINATION – SUMMER-2022**

Subject Code: 4539243

Date: 18-07-2022

Subject Name: International Human Resource Management

Time: 02:30 PM TO 05:30 PM

Total Marks: 70

**Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

Q. No.	Question Text and Description	Marks
Q.1	Explain the following terms; (a) Boundary spanning (b) Collectivism (c) Inpatriate (d) ILO (e) Kaizen (f) Sub-Contracting (g) Offshoring	14
Q.2	(a) What is IHRM? What makes Domestic HRM different from International HRM?  (b) Explain with a suitable example: The variables that moderate differences between Domestic and international HRM	07  07
<b>OR</b>		
Q.3	(a) Explain the concept of PCN and TCN along with the key differences in their salary compensation (b) How do you analyze the performance of HCN Employees? Explain in detail.	07 07
<b>OR</b>		
Q.3	(a) How you'll monitor the HR practices of the host country and sub-contractors? (b) Explain Multinational Performance management with appropriate example	07 07
Q.4	(a) What are the key issues in International Industrial relations? (b) Explain the issues in Social Dumping and why should trade unions be concerned about it?	07 07
<b>OR</b>		
Q.4	(a) Explain the repatriation process and Individual reactions to re-entry. (b) Explain various stages of internationalization. How does each stage affect the HR function?	07 07

**Q.5**

**CASE STUDY:**

Elisabeth Harstad was employed as a trainee at the Norwegian risk management consultancy DNV when she realized that being a woman was a barrier. Although trainees were supposed to go abroad the company had problems finding a job for Elisabeth in a foreign subsidiary: 'I wanted to go to London, Houston, or Singapore. At the end I managed to get an international assignment from Oslo to Copenhagen'. This was in the 1980s. However, Harstad did not give up and pursued her career intensively. Today she is the manager of the research & innovation unit at DNV – and since 2006 member of the board of directors of the large Norwegian chemical company Yara. When the new members of the board of directors were elected, for the first time it was an advantage for Elisabeth to be a woman. Since 2008, Norwegian companies are required by law to have 40 percent female members of their board of directors. Thus, Elizabeth is part of an experiment – if women do not make it to the top on their own, politics support this process in Norway

- (a) Relate the situation in Norway to one of the cultural dimensions identified by Hofstede. How can you explain it? 07
- (b) Give your views on female careers in various environments. 07

**OR**

- Q.5 (a) Can the rules for quotas of female managers be applied in other countries as well? What are the advantages and disadvantages? 07
- (b) What are the barriers faced by females related to their careers? 07

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